

ANNUAL PUBLIC FILE EEO REPORT

KTMD TV-47

Call Sign of Station(s): KTMD 4/1/12 – 03/31/13

1. List all full-time job vacancies filled by any station covered by this report during the past year.

- Account Manager
- Sales Assistant
- Marketing Director
- Anchor
- Meteorologist/Weather Anchor
- Account Executive (Job Share)
- Production Assistant
- Video Journalist
- Anchor
- Production Assistant
- Production Assistant
- Technical Director
- Sports Anchor
- Executive Producer

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form. **Forms are at the end of the report.**

3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1?

47 total interviewees

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

Name of Recruitment Source	Total Number of Interviewees Referred During Year
NBC Universal Website	27
NBC Universal Website/Employee Referral	4
Career Builder	4
Internal (NBCUniversal Contractor / Freelancer)	5
University of Houston Career Center	0

Houston Association of Hispanic Media Professionals	0
TVJobs.com	0
KTMD Internship Program	0
YOH Managed Staffing	7

5. Please summarize the station's (or station group's) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station's participation in each initiative.

April 22, 2012

Houston Association of Hispanic Media Professionals

News and Sales Departments attended.

Organization offers scholarships to Hispanic media professionals every year and holds various organization activities throughout year that includes a yearly Gala event. It also provides access to the website to post any job openings and/or internship opportunities available at any local media company.

Attendance: Approximately 300

October 3, 2012

University of Houston Career Day

Promotions/Production/News departments attended.

This event gives employers the opportunity to share internship information, promote opportunities and recruit UH students (undergraduates and graduates) in all majors for all internship seasons (fall, spring and/or summer).

Attendance: Approximately 1000

October 19, 2012

Tejano Center for Community Concerns

JC Perez (Creative Service Director), Creative Services and Sales team attended.

A gala honoring and celebrating "unsung" individuals who have shown exceptional community involvement.

Attendance: Approximately 300 Hispanic leaders and guests.

January 16, 2013

Tour of Station with Boy Scouts

On Wed January 16th from 6P- 7P Joel Schwartz brought his boy scout troop of 12 boys to tour our news studios. Each visitor received a Telemundo goodie bag as part of the tour.

Attendance: 12 boy scouts and Troop leader

February 9, 2013

HISD Career & Education Day

Antonio Hernandez (Anchor) was a speaker panelist.

JC Perez, Frank Morales attended this event along with News and Promotions staff.

This event emphasizes on career opportunities and the audience is on average college students.

Event offers more than 50 panel sessions conducted by professionals from a variety of fields that provide detailed descriptions of their careers. These include accounting, engineering, journalism, technology, law, the arts and many more. The event was from 8:00am until 3:00pm

KTMD Telemundo of Houston offers a Booth where attendees can learn of the station and its operations, but they can also fill out internship applications for current and future job openings. Attendees are also referred to the NBC/Telemundo website for current local and national open positions within the company.

Attendance: Approximately 25,000 parents, students and volunteers.

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: Account Manager 4609BR

Date Job Filled: April 24, 2012

Recruitment Source

That Referred

Ultimate Hire: NBCU Internal Careers Site

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	JC Delgado	305-889-7085	No
Americas Job Bank	http://www.ajb.dni.us/	JC Delgado	305-889-7085	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
University of Houston career center			713-743-2255	No
Houston Association of Hispanic Media Professionals			713-568-5604	No
Tvjobs.com	http://www.tvjobs.com/			No
KTMD Internship Program		Olga Aldape	Olga.aldape@nbcuni.com	No
YOH Managed Staffing		Vanessa Escalante	Vanessa.escalante@nbcunicom	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: Sales Assistant 5538BR

Date Job Filled: May 30, 2012

Recruitment Source

That Referred

Ultimate Hire: Direct Recruitment

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	JC Delgado	305-889-7085	No
Americas Job Bank	http://www.ajb.dni.us/	JC Delgado	305-889-7085	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
University of Houston career center			713-743-2255	No
Houston Association of Hispanic Media Professionals			713-568-5604	No
Tvjobs.com	http://www.tvjobs.com/			No
KTMD Internship Program		Olga Aldape	Olga.aldape@nbcuni.com	No
YOH Managed Staffing		Vanessa Escalante	Vanessa.escalante@nbcunicom	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: Marketing Director 6782BR

Date Job Filled: September 19, 2012

Recruitment Source
That Referred
Ultimate Hire: Direct Recruitment

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	JC Delgado	305-889-7085	No
Americas Job Bank	http://www.ajb.dni.us/	JC Delgado	305-889-7085	No
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YOH Managed Staffing		Vanessa Escalante	Vanessa.escalante@nbcunicom	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: Anchor 7411BR

Date Job Filled: October 17, 2012

Recruitment Source
That Referred

Ultimate Hire: Direct Recruitment

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	JC Delgado	305-889-7085	No
Americas Job Bank	http://www.ajb.dni.us/	JC Delgado	305-889-7085	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
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YOH Managed Staffing		Vanessa Escalante	Vanessa.escalante@nbcunicom	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: Meteorologist/Weather Anchor 7876BR

Date Job Filled: January 8' 2013

Recruitment Source
That Referred

Ultimate Hire: Direct Recruitment

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	JC Delgado	305-889-7085	No
Americas Job Bank	http://www.ajb.dni.us/	JC Delgado	305-889-7085	No
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